

SHERIFF UNINCORPORATED PHASE I / HIRING PLAN UPDATE

Assistant Sheriff Todd Rogers

Unincorporated Patrol Enhancements

- 2014 – Unincorporated Area Patrol Assessment
- Recommendation of adding 123 additional patrol deputies
- December 2014 – Board approved funding for 123 deputies in two phases
 - 67 Phase I (\$11.6 million)
 - 56 Phase II
- Phase I has been implemented / Phase II currently on hold due to staffing issues

Unincorporated Phase I

Statistical Analysis

- Response times decreased
- Calls for service increased
- Deputy-initiated observations increased
- Number of total reports decreased
- Part I crimes increased
- Part II crimes decreased

Unincorporated Phase I

Conclusions

- Improved overall response times
- Improved deputy visibility
- Better distribution of workload among available deputies
- Increase in Part I crimes enhances need for additional resources
- Unincorporated Phase II should be implemented as soon as LASD staffing levels allow

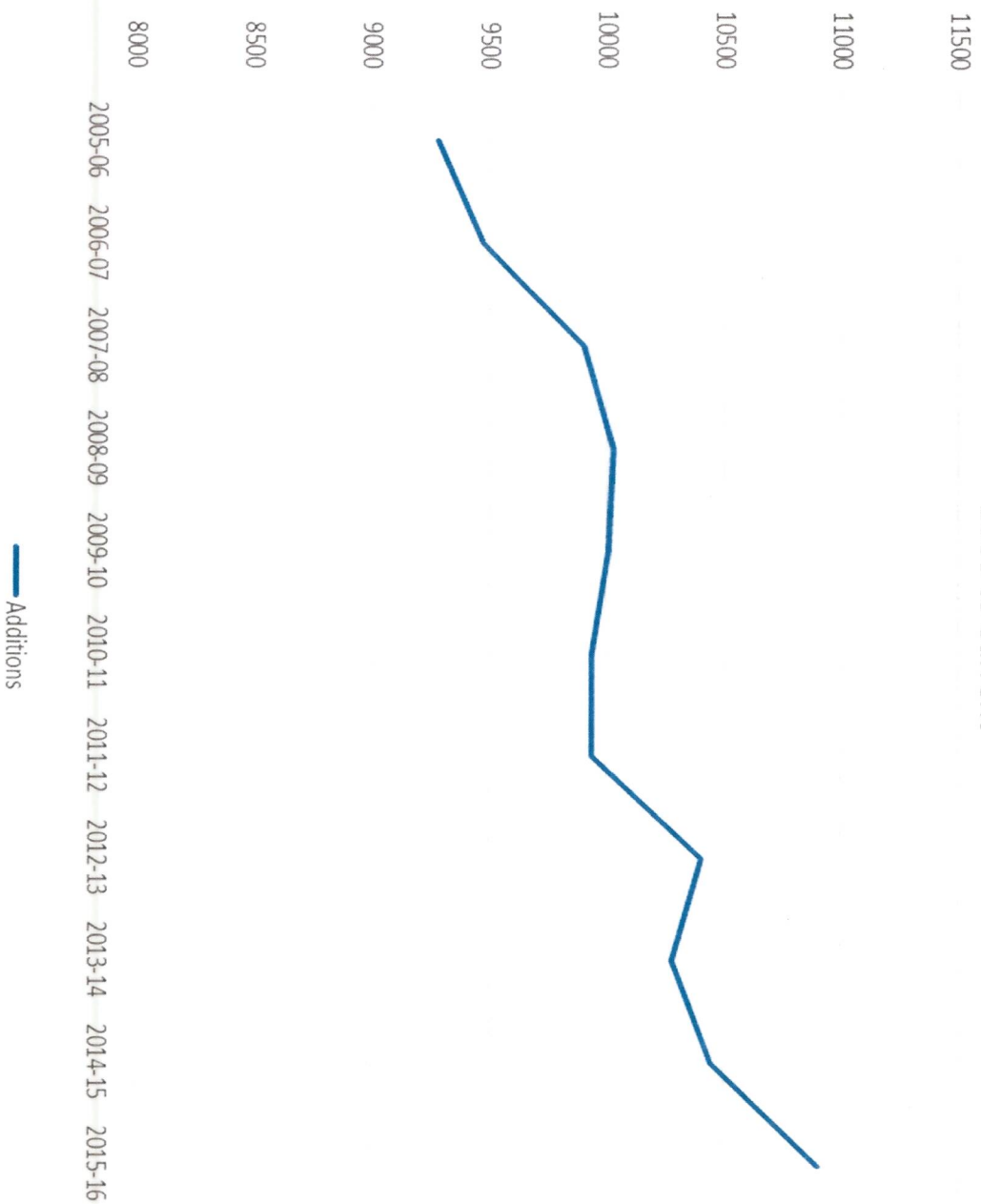
Sworn Budgeted Positions / Vacancies

Position	Authorized to Fill	Total Employees	Vacant Positions
Deputy Sheriff	8628	7394	1234
Sergeant	1502	1297	205
Lieutenant	411	384	27

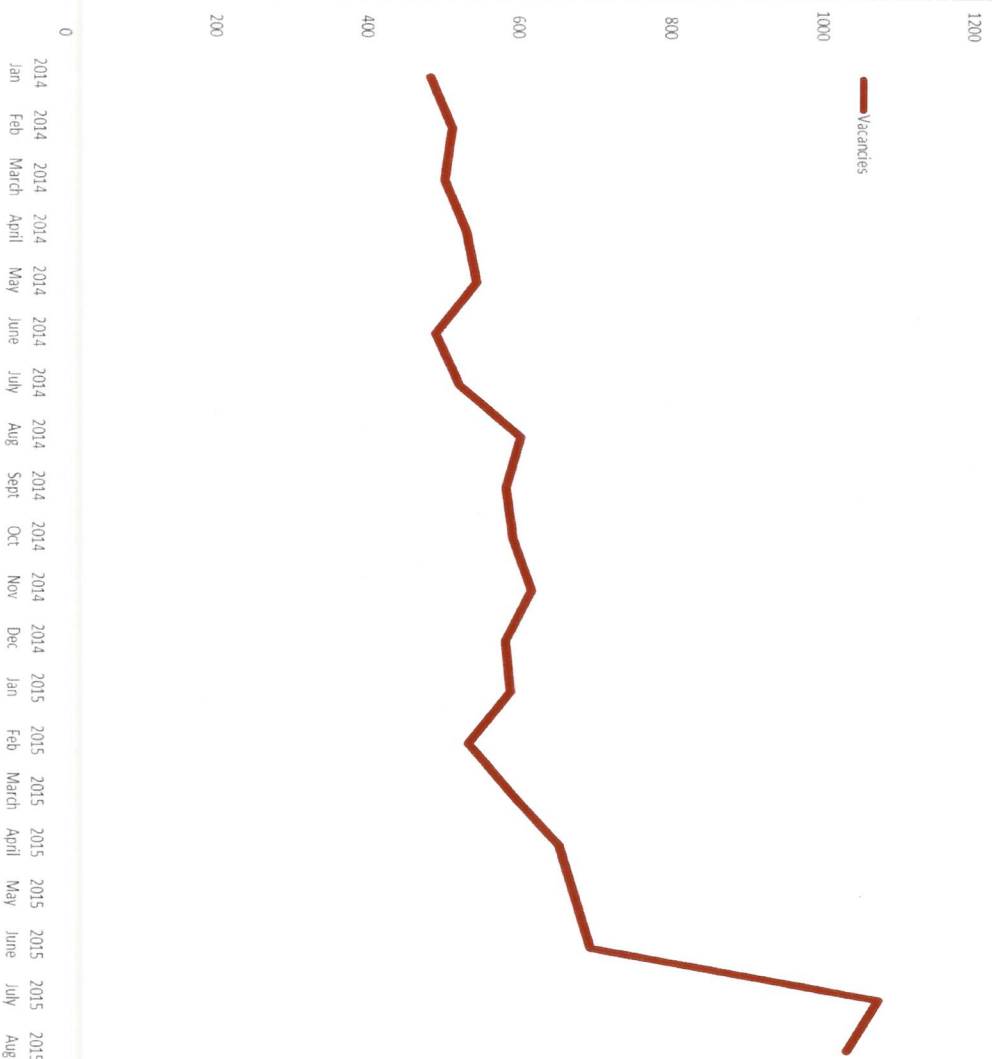
Adjusted Deputy Sheriff Vacancies			
Deputy Sheriff Vacancies			1234
Ongoing Salary Savings			300
Pitchess East Facility Closure			144
Deputy Sheriff Trainee / OTS Program			242
Total Deputy Vacancies Available to Fill			548

Custody Assistant Vacancies Available to Fill	182 (57 vacant –PDC)
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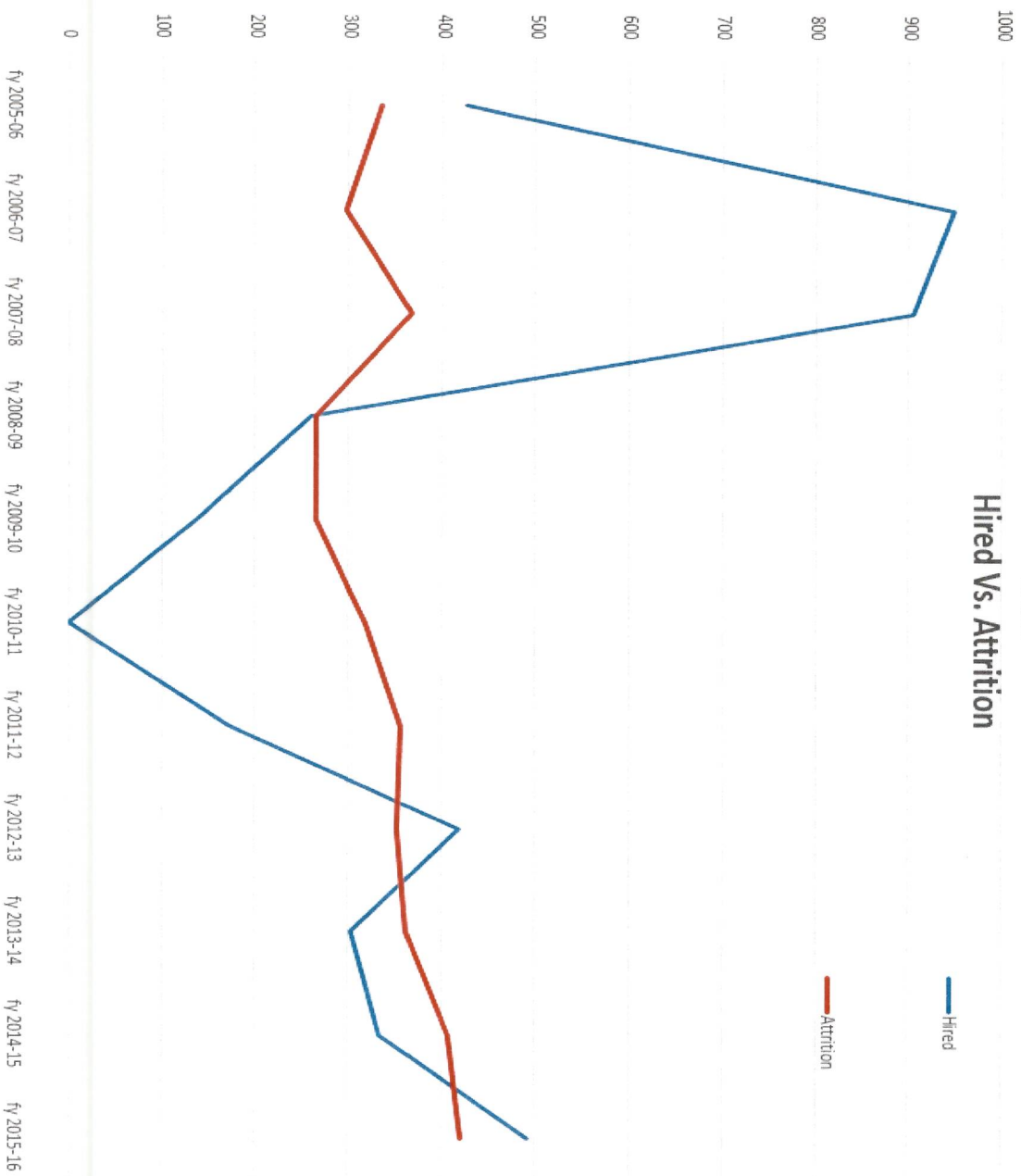
Sworn Budgeted Positions 2005 to Current



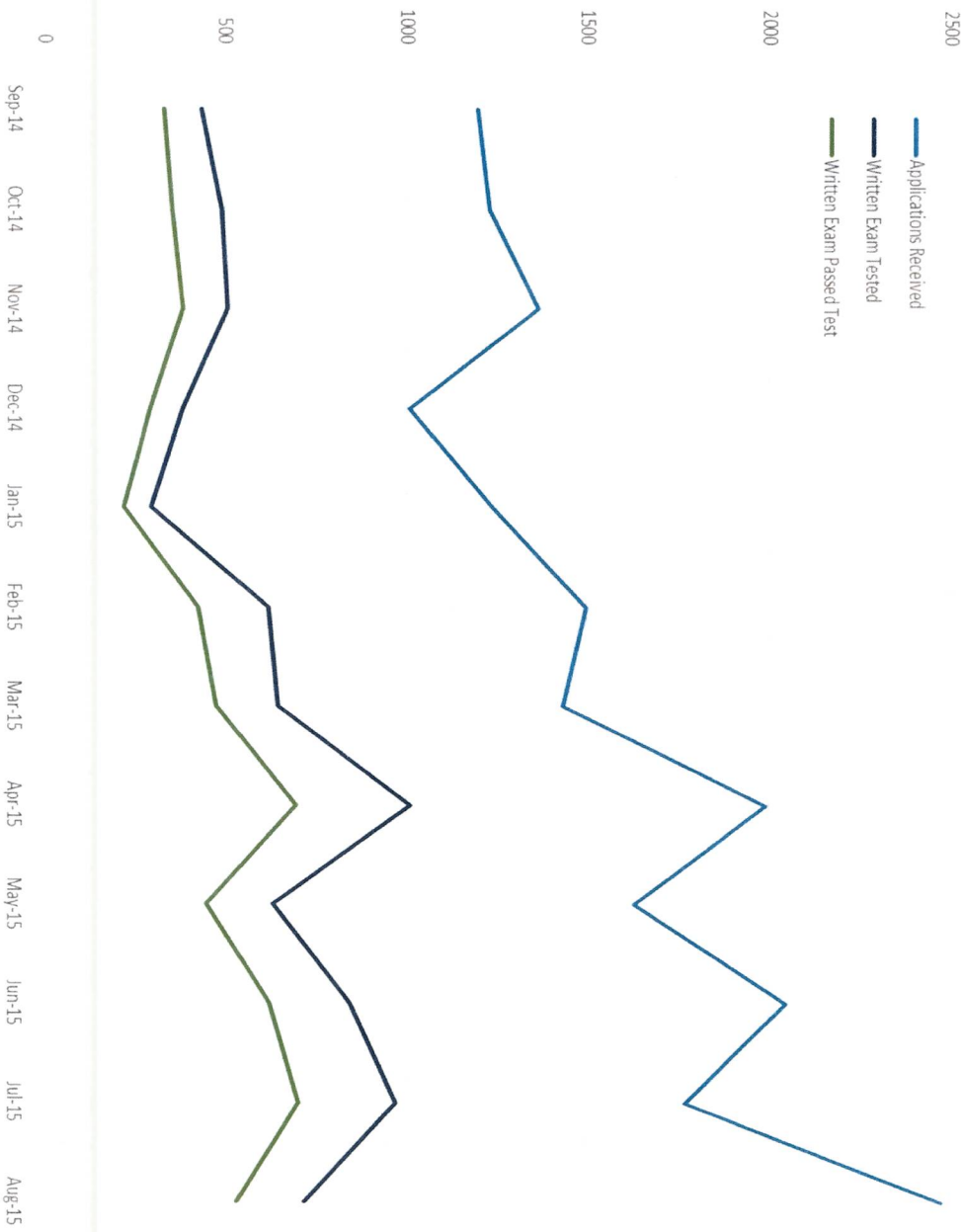
LASD Sworn Vacancies January 2014 - August 2015



LASD Hired Vs. Attrition

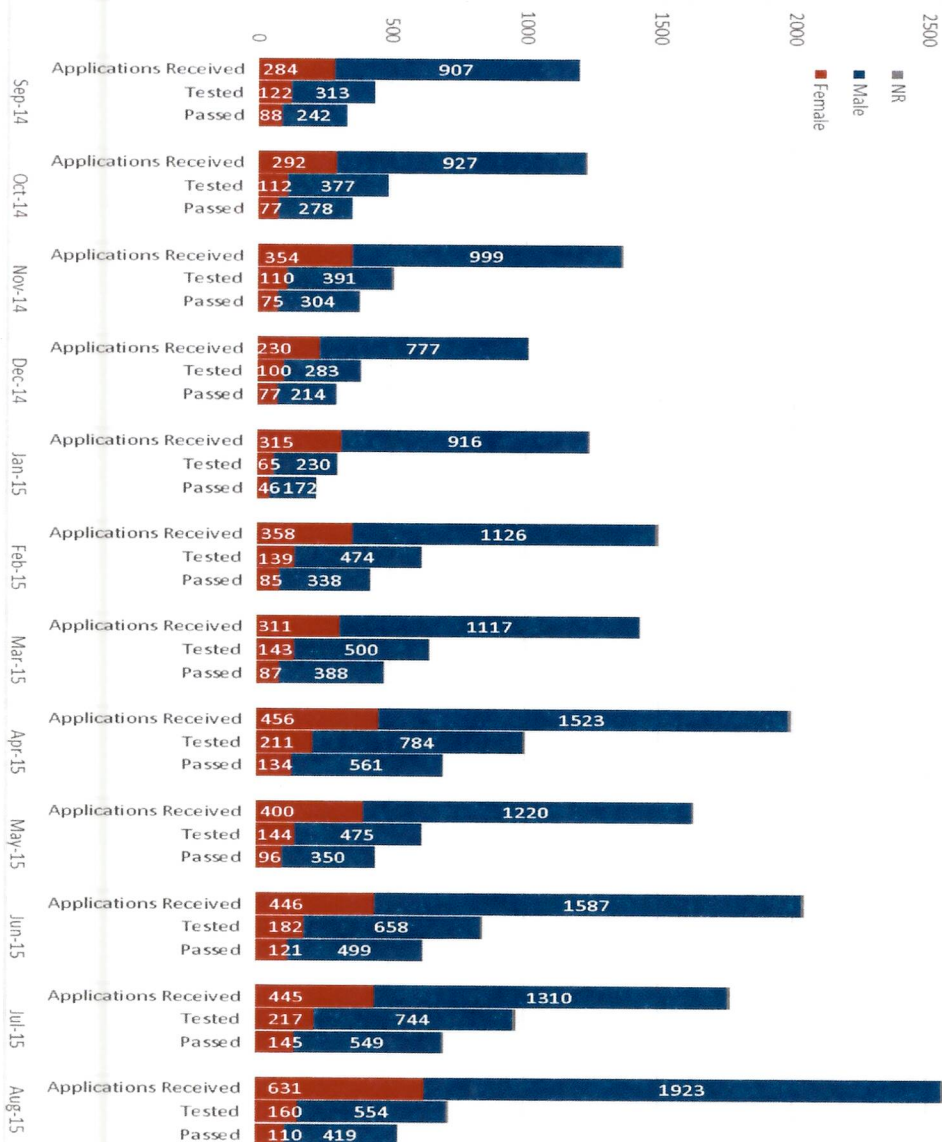


LASD Deputy Sheriff Trainee Candidates Tested September 2014 to August 2015

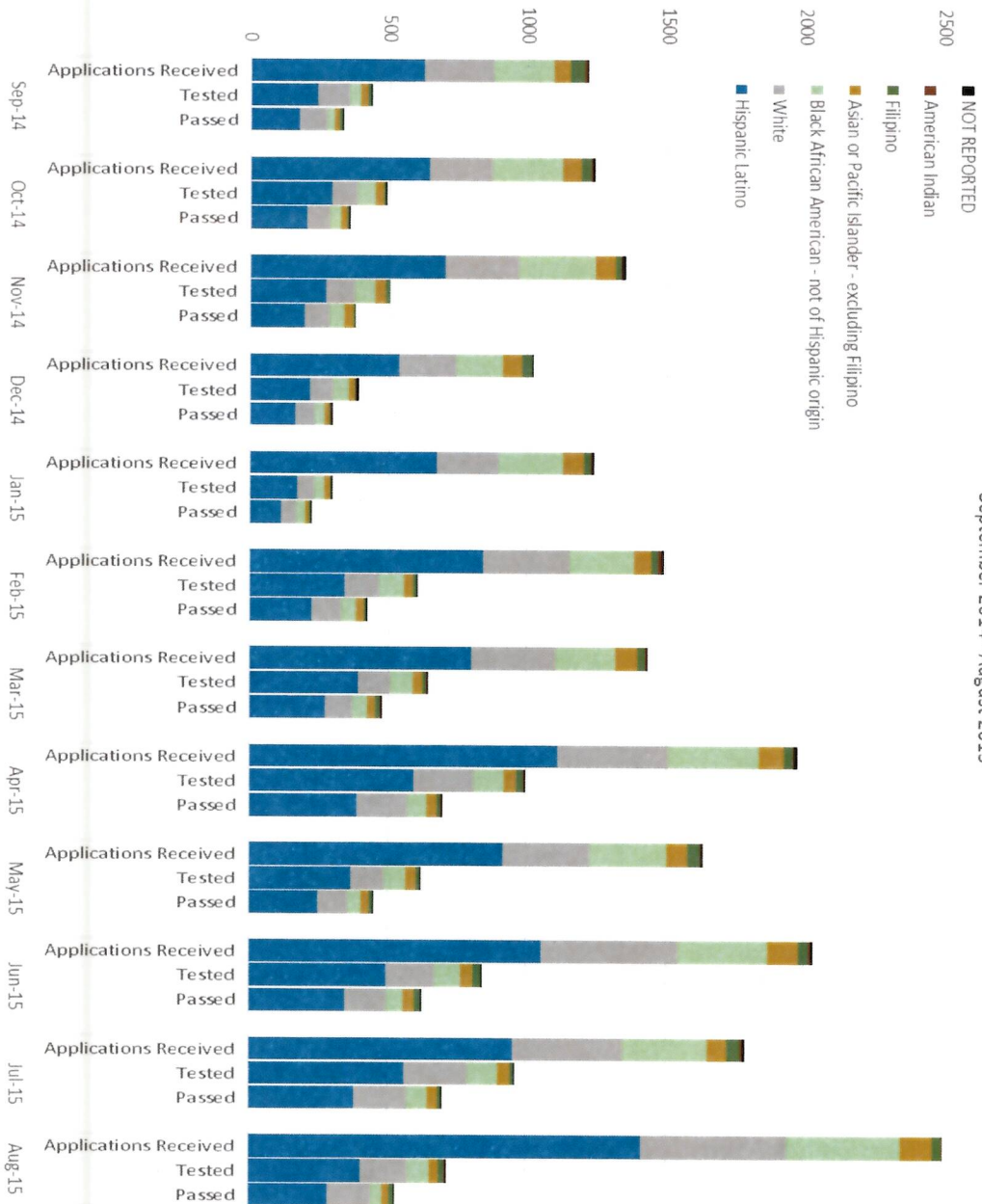


LASD

Deputy Sheriff Trainee Tested by Gender September 2014 - August 2015



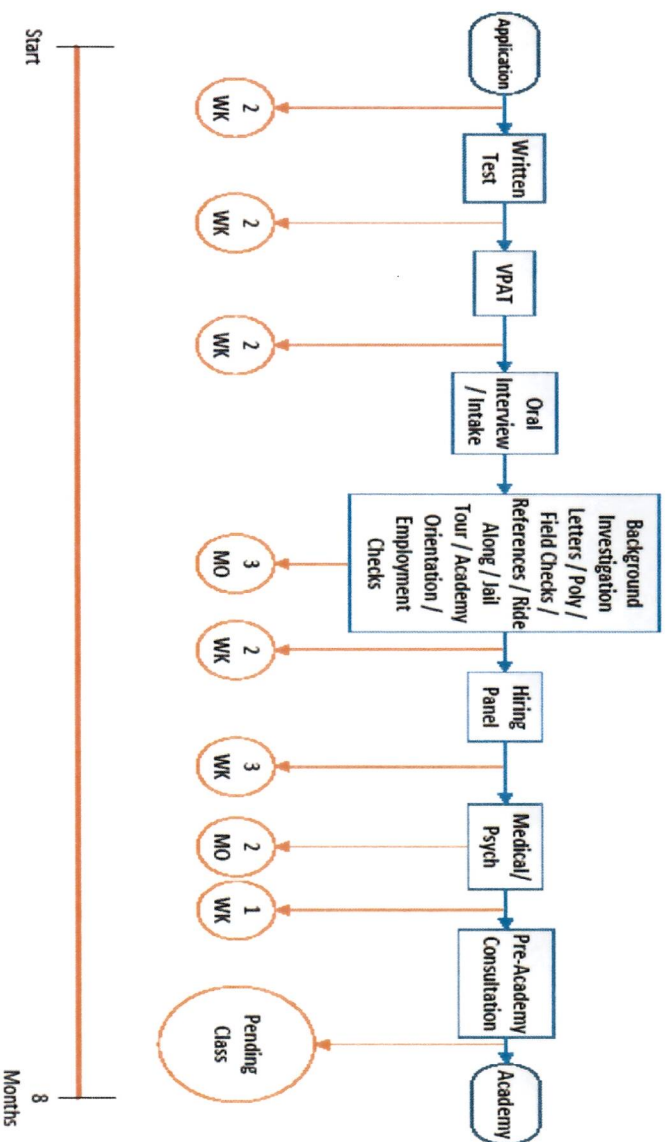
LASD
Deputy Sheriff Trainee Candidates Tested by Ethnicity
September 2014 - August 2015



Hiring Process

- Previously implemented initiatives
 - Addition of Job Specific Questionnaire
 - VPAT moved to earlier phase of the process
 - Polygraphs pre-scheduled at background intake
 - Hiring Panels
- Pending initiatives
 - Implementation of eHire tracking program
 - (20) 120 day hires to assist with backgrounds, return to work efforts
 - “Selecting In” Initiative
 - Entry Level Testing Team (funded in-house)
 - Self-scheduling opportunities for written examination

LASD's Deputy Sheriff Trainee Hiring Process Timeline, **Implemented 08/08/2014**



Efforts to Increase Diversity

- Role modeling and representation at female recruiting events by Personnel Captain, sergeant and two deputies assigned to Recruitment Unit
- Guidance from Feminist Majority Foundation
 - Input for ongoing recruitment campaign
- Partnership with Black Peace Officers Association
- Female deputies outreach to female applicants
- Outreach and testing within communities we serve

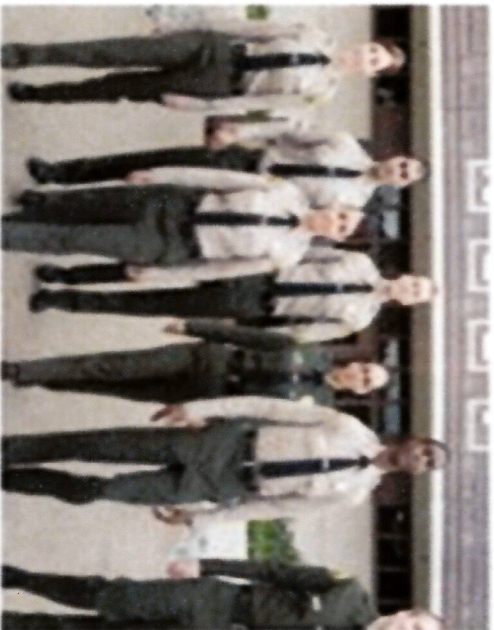
Military Recruitment Efforts

- Two 120 employees dedicated to military base recruiting
- Expedited testing (written, VPAT, Intake, Interview Polygraph condensed to one weekend)
- Two military reservists on recruitment team
- 15% of DST applicants are current/retired military
 - 6.5% female
 - 91.5% male
 - 2% unreported
- Military Webinar on August 26, 2015 (<https://www.youtube.com/watch?v=8zWlzd3tRoY>)
- Attendance at 11 military/veteran focused events since June 1, 2015

Digital Advertising Campaign

- Google / Yahoo / Bing Ads
 - 2,341 application starts at a unit cost of \$3.82
- Facebook Ads
 - 1,194 application starts at a unit cost of \$3.24
- 25% of females who click ads go on to apply (18% national average)
- Female applicants increasing
- Ads designed to specifically target female and African American applicants
- Clear differences in popularity of imagery used in campaign

Digital Advertising Campaign Images that produced the most applicants



Become a Deputy Sheriff
lasdcareers.org

One badge. Unlimited possibilities.



Become a Deputy Sheriff
lasdcareers.org

One badge. Unlimited possibilities.

Digital Advertising Campaign

Images that produced the least applicants



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Managing Existing Vacancies

- Overtime
- Delay of additional growth
- Use of Part Time Deputy Program
 - Pilot program in Court Services Division

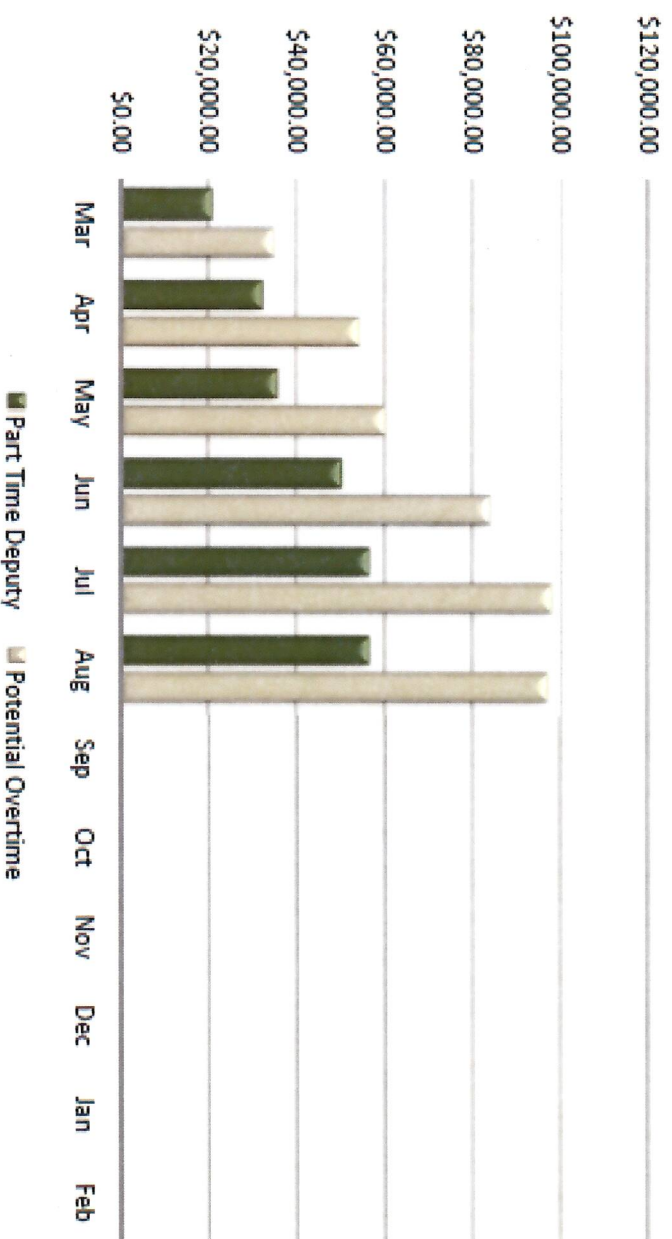


PART TIME DEPUTY PROGRAM
March 2015 thru February 2016

Report Date: September 1, 2015

Month	Positions	Hours	Part Time Deputy Expenditure	Potential Overtime Expenditure	Savings
March	10.00	532.00	\$21,136	\$35,373	\$14,236
April	13.00	821.50	\$32,638	\$54,622	\$21,983
May	22.00	910.00	\$36,154	\$60,506	\$24,352
June	22.00	1,268.00	\$50,378	\$84,309	\$33,932
July	26.00	1,429.00	\$56,774	\$98,329	\$41,555
August**	28.00	1,416.50	\$56,278	\$97,469	\$41,192
September	-	-	\$0	\$0	\$0
October	-	-	\$0	\$0	\$0
November	-	-	\$0	\$0	\$0
December	-	-	\$0	\$0	\$0
January	-	-	\$0	\$0	\$0
February	-	-	\$0	\$0	\$0
Total	-	6,377.00	\$253,358	\$430,608	\$177,250

PTD Expenditure vs. Potential Overtime Expenditure



1. Overtime expenditure represents paid deputy replacement costs for Absence, Vacancy, IOD, Court Training and Jury Duty. Calculations based on the Trial Court Security deputy overtime rate.

2. Savings represents part time deputy hours worked multiplied by \$39.73.

****PTD Shifts may adjust for the current month after the TCF System locks (10th of each month)**

Projected Academy Classes

TRAINING BUREAU CLASSES 2014 through 2016 FACT SHEET

CUSTODY ASSISTANT ACADEMY CLASSES (8 Weeks)							
	ORIENTATION DATES	START DATE	GRADUATION DATE	DEPLOYMENT LIST FROM CUSTODY	MOVEMENT DATE	NUMBER IN CLASS	NUMBER GRADUATED
Class #80	01/29/14 & 01/30/14	01/31/14	03/28/14	03/07/14	03/30/14	36	34
Class #81	08/13/14 & 08/14/14	08/15/14	10/10/14	09/19/14	10/12/14	30	27
Class #82	01/14/15 & 01/15/15	01/16/15	03/13/15	01/23/15	03/15/15	30	29
Class #83	06/10/15 & 06/11/15	06/12/15	08/07/15	07/17/15	08/09/15	25	29
Class #84	10/21/15 & 10/22/15	10/23/15	12/18/15	12/04/15	12/20/15	30	
Class #85	02/10/16 & 02/11/16	02/12/16	04/08/16	03/18/16	04/10/16	30	
Class #86	04/06/16 & 04/17/16	04/08/16	06/03/16	05/13/16	06/05/16	30	

DEPUTY SHERIFF TRAINEE CLASSES (22 Weeks)						
	ORIENTATION DATES	START DATE	GRADUATION DATE	DEPLOYMENT LIST FROM CUSTODY	MOVEMENT DATE	NUMBER INTO CLASS
Class #399	01/09/14 & 01/10/14	01/13/14	05/30/14	05/09/14	06/01/14	79
Class #400	03/06/14 & 03/07/14	03/10/14	07/25/14	07/03/14	07/27/14	63
Class #401-COC	04/17/14 & 04/18/14	04/21/14	09/05/14	08/15/14	09/07/14	65
Class #402	06/12/14 & 06/13/14	06/16/14	11/14/14	10/24/14	11/16/14	72
Class #403	08/21/14 & 08/22/14	08/25/14	01/23/15	01/02/15	01/25/15	80
Class #404-COC	10/02/14 & 10/03/14	10/06/14	03/06/15	02/13/15	03/08/15	64
Class #405	12/04/14 & 12/05/14	12/08/14	05/08/15	04/17/15	05/10/15	79
Class #406	02/12/15 & 02/13/15	02/16/15	07/17/15	06/26/15	07/19/15	70
Class #407	04/02/15 & 04/03/15	04/06/15	09/04/15	08/14/15	09/06/15	70
Class #408	06/18/15 & 06/19/15	06/22/15	11/20/15	10/30/15	11/22/15	81
Class #409	08/13/15 & 08/14/15	08/17/15	01/15/16	12/24/15	01/17/16	86
Class #410-COC	09/17/15 & 09/18/15	09/21/15	02/19/16	01/29/16	02/21/16	85
Class #411	10/29/15 & 10/30/15	11/02/15	04/01/16	03/11/16	04/03/16	90
Class #412	12/03/15 & 12/04/15	12/07/15	05/06/16	04/15/16	05/08/16	90
Class #413	01/28/16 & 01/29/16	02/01/16	07/01/16	06/10/16	07/03/16	90
Class #414-COC	03/10/16 & 03/11/16	03/14/16	08/12/16	07/22/16	08/14/16	85
Class #415	04/21/16 & 04/22/16	04/25/16	09/23/16	09/02/16	09/25/16	90
Class #416	06/02/16 & 06/03/16	06/05/16	11/04/16	10/14/16	11/06/16	90
Class #417	07/21/16 & 07/22/16	07/25/16	12/23/16	12/02/16	12/25/16	90